



Grocery Associate

FOR OUR EMPLOYEES:

Competitive Salary and Paid Time Off

Tuition Reimbursement

Store discount of 20% to 25%

Up to \$96 per month in store credit

100% match, up to 5%, for 401K

Affordable Medical, Dental & Vision insurance for all employees who 20+ hour/week

AND MORE!

Summary and Mission: As part of our guest-oriented team, you'll help us create an experience that makes our community as excited for honest food as we are. When you work at the Boise Co-Op, you're helping us create a healthier community. You're working alongside an enthusiastic and dedicated team that brings their passion and pride to all that they do.

What we are looking for: You might be a great match if you: get excited about working in a fun and energetic environment. Love providing world-class customer service to our guests that help them leave our store feeling good about their purchases. Stocking, setting, making, and selling sounds like your kind of fun. You aren't looking for a Monday through Friday job where you are at a computer all day long. We are busy all day (especially on the weekends), ensuring our customers feel welcomed and replenished.

Responsibilities:

- Be proactive in greeting and assisting customers
- Work back-stock to get product out onto floor, shelves, coolers, freezers; stock shelves, check expiration dates and pull expired products, rotate products, back-stock excess product
- Politely assist customers needing help in other departments
- Maintain a working knowledge of product back stock locations
- Assist with inventories as requested
- Maintain accurate and attractive signage in the Grocery departments
- Observe safety and security procedures and report potentially unsafe conditions.
- Use equipment and materials properly; adhere to all Idaho laws regarding food safety and sanitation
- Adhere to scheduled shifts and be ready for work when shift begins
- Maintain respectful communications with co-workers; practice behaviors that exhibit a strong work ethic and encourage teamwork
- Attend all Grocery department meetings
- Perform other duties as assigned by management

Requirements

- Previous grocery department experience preferred
- Excellent communication skills with a desire to provide exceptional customer service
- Familiarity with natural foods and products preferred
- Must be willing to work a flexible schedule to meet the needs of the department including evenings and weekends
- Consistently be at work and on time
- Ability to build relationships, learn quickly, and maintain strong interpersonal skills

- Anticipate guest and store needs by constantly evaluating the environment
- Maintain regular and punctual attendance, with or without reasonable accommodation
- Comply with all departmental policies and procedures
- Manage workload and prioritize tasks independently

Physical Demands and Working Environment: The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Environment: Work is performed primarily in a grocery store setting with extensive public contact and frequent interruptions.

Physical: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

It is the policy of Boise Co-Op that qualified individuals with disabilities not be discriminated against because of their disabilities in regard to job application procedures, hiring, and other terms and conditions of employment. It is further the policy of Boise Co-Op to provide reasonable accommodations to qualified individuals with disabilities in all aspects of the employment process. Boise Co-Op is prepared to modify or adjust the job application process or the job or work environment to make reasonable accommodations to the known physical or mental limitations of the applicant or employee to enable the applicant or employee to be considered for the position he or she desires, to perform the essential functions of the position in question, or to enjoy equal benefits and privileges of employment as are enjoyed by other similarly situated employees without disabilities, unless the accommodation will impose an undue hardship. If reasonable accommodation is needed, please contact the HR Department by phone (208)472-4500 or in person at 888 W Fort Street, Boise ID 83702.

Boise Co-op is an Equal Opportunity employer. All qualified applicants will receive consideration for employment without regard to race, age, color, religion, gender, gender identity, sexual orientation, national origin, disability, protected Veteran status or any other protected category under applicable state/federal law.